



RIGHT-HIRE

Assessment Precision in Hiring and
Talent Management

Sales Screen

Prepared for:

Demo Sample

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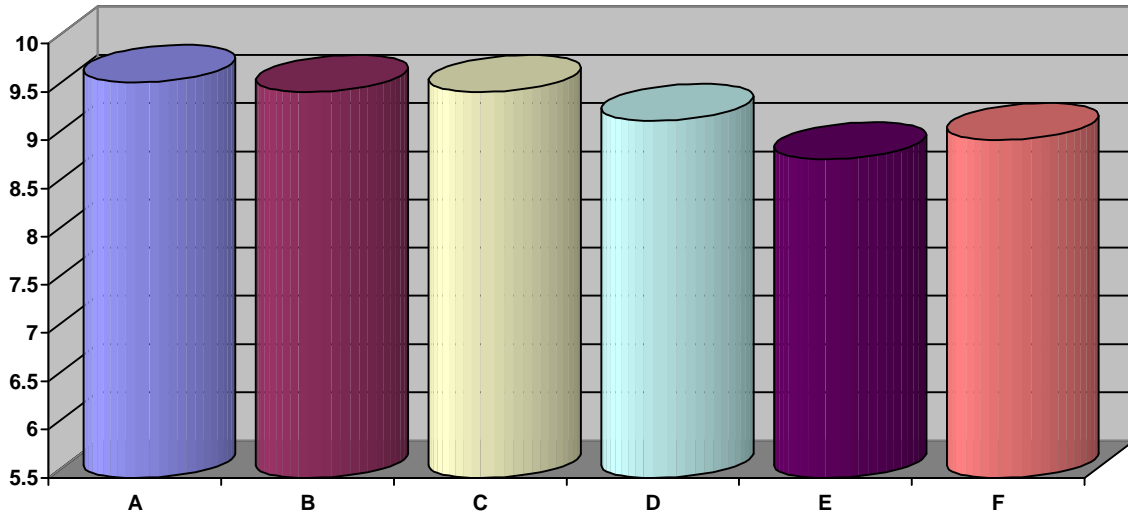
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Sales Screen

GLOBAL GRAPH



Low Risk (Excellent ability to utilize the capacity and translate the talent into decisions; reduces the potential for errors and mistakes)	8.8 to 10.0
Situational Risk (Very good ability to utilize the capacity especially in well defined areas; however, there are specific situations that can interfere with the translation into decisions)	8.5 to 8.79
Conditional Risk (Limited access to the capacity indicating actual conditions that will increase the potential for mistakes and errors and restrict the transfer into decisions)	8.2 to 8.49
Real Risk (Restricted access to the capacity indicating the ability is consistently unavailable and individuals are subject to mistakes and errors in judgment)	6.0 to 8.19

A) Empathy (Low Risk) — The ability to see, understand and relate with others.
B) Handling Rejection (Low Risk) — The ability to maintain a sense of inner self worth.
C) Achievement Drive (Low Risk) — The ability to have a strong desire to push ahead and to achieve desired results.
D) Self Starting Ability (Low Risk) — The ability to get things done without the need for constant supervision.
E) Motivation Index (Low Risk) — The ability to direct one's energy with a sense of purpose and direction.
F) Discipline For Selling (Low Risk) — The ability to work within guidelines, schedules policies and procedures to get things done.

**Sales Screen
SYNOPSIS**

CAPACITY	LOW RISK	SITUATIONAL RISK	CONDITIONAL RISK	REAL RISK
EMPATHY				
Intuitive Insight	ü			
Attitude Toward Others	ü			
Evaluating Others	ü			
Persuading Others	ü			
Relating With Others	ü			
HANDLING REJECTION				
Self Esteem	ü			
Self Assessment	ü			
Self Confidence	ü			
Self Control	ü			
Sensitivity To Others	ü			
ACHIEVEMENT DRIVE				
Goal Directedness	ü			
Results Oriented				ü
Need To Achieve		ü		
Social Recognition	ü			
Self Attitude	ü			
Ambition	ü			

Sales Screen SYNOPSIS

CAPACITY	LOW RISK	SITUATIONAL RISK	CONDITIONAL RISK	REAL RISK
SELF STARTING ABILITY				
Persistence	ü			
Consistency	ü			
Initiative	ü			
Role Satisfaction	ü			
MOTIVATION INDEX				
Service	ü			
Money, Material Things				ü
Social Recognition	ü			
Personal Development	ü			
Mission				ü
Sense Of Belonging		ü		

Sales Screen

CORE STRENGTHS

Intuitive Insight: (Empathy) (SL-1)

Low Risk

Keen intuitive insight, the ability to readily identify prospect interests and buying signals.

Attitude Toward Others: (Empathy) (SL-2A)

Low Risk

Positive, open attitude toward prospect and client needs and concerns.

Evaluating Others: (Empathy) (SL-3A)

Low Risk

The ability to identify and evaluate prospect needs, interests and concerns in a clear, well organized manner.

Persuading Others: (Empathy) (SL-4A)

Low Risk

The ability to persuade others through concern, personal obligation and mutual concern.

Relating With Others: (Empathy) (SL-5I)

Low Risk

The ability to maintain an independent but professional and open relationship with prospects and clients.

Self Esteem: (Ability To Handle Rejection) (SL-6A)

Low Risk

Keen sense of inner self worth creates the ability to handle difficult issues with prospects and clients.

Sales Screen

CORE STRENGTHS

Self Assessment: (Ability To Handle Rejection) (SL-7)

Low Risk

The ability to realistically see and understand how to utilize personal strengths in sales situations.

Self Confidence: (Ability To Handle Rejection) (SL-8J)

Low Risk

Strong sense of confidence in social and role image and attention to the importance of status and recognition.

Self Control: (Ability To handle Rejection) (SL-9)

Low Risk

The ability to maintain composure in difficult prospecting, interview or closing situations.

Sensitivity To Others: (Ability To handle Rejection) (SL-10A)

Low Risk

The ability to be open to prospect and client needs and interests without becoming too involved.

Goal Directedness: (Drive) (SL-11B)

Low Risk

Driven by a need to fulfill goals and plans primarily generated by external, organizational sources.

Social Recognition: (Drive) (SL-14A)

Low Risk

Driven by the need to attain social and role recognition as well as social power.

Sales Screen

CORE STRENGTHS

Self Attitude: (Drive) (SL-15)

Low Risk

Driven by a strong sense of personal optimism, a belief that the best can and will happen.

Ambition: (Drive) (SL-16B)

Low Risk

The ability to see and understand the power of personal goals combined with indecisiveness about which goals are best.

Persistence: (Self Starting Ability) (SL-21B)

Low Risk

The ability to understand the value of personal commitment even though there is some uncertainty about the future.

Consistency: (Self Starting Ability) (SL-22C)

Low Risk

The ability to feel confident and competent about staying on track even in difficult times.

Initiative: (Self Starting Ability) (SL-23C)

Low Risk

The ability to feel an urgency to push ahead even though there is uncertainty and indecisiveness about the future.

Role Satisfaction: (Self Starting Ability) (SL-24A)

Low Risk

A strong and realistic confidence about one's ability to perform to potential.

Sales Screen CORE STRENGTHS

Service: (Motivation) (SL-25A)

Low Risk

Motivated by a strong desire to help others and meet their needs and concerns.

Social Recognition: (Motivation) (SL-27A)

Low Risk

Highly motivated by a desire to receive social and role recognition, status and attention.

Personal Development: (Motivation) (SL-28)

Low Risk

Motivated by the need to develop and maintain a constant and clear sense of where one is going in life.

Sales Screen
DEVELOPMENT COMMENTS

Results Oriented: (Drive) (SLS-12B)

Real Risk

Lack of attention to results can generate a tendency to delay decisions or to overlook what needs to be done.

Need To Achieve: (Drive) (SLS-13A)

Situational Risk

Lack of attention to inner self worth can lead to push to hard to get things done and to over commitment of energies.

Money, Material Things: (Motivation) (SLS-26B)

Real Risk

A lack of attention to money and material things can lead to indifference toward money unless it is a personal goal.

Mission: (Motivation) (SLS-29B)

Real Risk

Uncertainty and indecision about the future can generate a lack of attention to personal goals.

Sense Of Belonging: (Motivation) (SLS-30B)

Situational Risk

Doubts and questions about inner self worth can generate too much concern about what others expect, think and say.

Sales Screen INTERVIEW GUIDES

Results Oriented: (Drive)

Problem Area

They have a cautious, skeptical attitude toward practical thinking which can cause them to be hesitant about deciding. As a result of this skepticism, they may not feel an urgency to act, may overlook crucial, immediate issues and become distracted by circumstances around them.

Interview Notes

The interview should examine their lack of focus and attention on immediate needs and circumstances:

1. Test their ability to develop and maintain a focus on results. Utilize a mock sales interview to examine their priorities for action and their willingness to be distracted from closing the sale.
2. Ask them to make a list of sales tasks and require them to prioritize this list. Have them be specific.

Sales Screen INTERVIEW GUIDES

Need To Achieve: (Drive)

Problem Area

They tend not to give themselves enough credit, to blow up their imperfections and to build unrealistic expectations and goals which can push them to over extend themselves and to promise both to themselves and others to do more than is possible and in turn leading to a fear of success or failure. Interview notes

1. In a mock interview, test their ability to make realistic projections, to handle objections without losing control and to respond to problems in a timely manner.
2. Require them to convince you of the value of their product or service in a mock sales interview. Test their willingness to close by aggressively challenging them and forcing them to deal with your objections.

Sales Screen INTERVIEW GUIDES

Money, Material Things: (Motivation)

Problem Area

Lack of attention to practical thinking and results can lead them to discount the importance of money and material things unless money and the attainment of material wealth is an personal ideal or goal which commands their time, energy and commitment.

Interview Notes

The interview should focus on the motivational effects of skeptical, cautious attitudes toward practical thinking, material things, and practical consequences of decisions:

1. Require them to prioritize their tasks as a salesperson giving specific examples of how they would perform those tasks while selling your products and services.
2. Ask them to describe how your salespeople should dress and present themselves to clients.

Sales Screen INTERVIEW GUIDES

Mission: (Motivation)

Problem Area

Currently they are in transition about what course of action is best and as a result may or may not be motivated by a sense of mission and purpose. They may feel hesitancy about pushing ahead and demanding the most out of themselves until they are more certain about what is right for them.

Interview Notes

The interview should focus on the effect of the uncertainty and indecision on their ability to get things done:

1. Ask them to describe what is both challenging and rewarding to them.
2. Require them to describe a strategy for success selling your products and services focusing on specific goals, how they will accomplish their goals and they believe they should get from that achievement.

Sales Screen INTERVIEW GUIDES

Sense of Belonging: (Motivation)

Problem Area

A tendency to self depreciate and not give themselves enough credit can generate a susceptibility to fear not living up to either their expectations or to the expectations of others. This inner uncertainty can lead to excessive concern about what others expect or think and say.

Interview Notes

The interview should focus on an examination of the effect of inner self doubts on their ability to accomplish what they set out to do:

1. Require them to interview you and convince you about the value of your product or service. Aggressively challenge them every step of the way.
2. Describe the challenges and obstacles in the selling of your products or services. Be blunt and honest.